

UAC
02/10/10

**2009 ABMEI NEGOTIATIONS
CONFIDENTIAL**

**FEBRUARY 10, 2010
MEDIATION PROPOSAL (#1)**

PERIOD OF MEMORANDUM OF AGREEMENT

Term: 20 months (contract to expire at the end of the second payperiod of October 2011)

WAGES

Effective the first payperiod of Fiscal Year 2010-2011, all classifications represented by ABMEI will accept a one step reduction in pay (approximately 5%).

FREEZING STEP AND MERIT INCREASES

Effective upon ratification of the contract, ABMEI represented employees will have step and merit increases frozen during the term of the contract.

PROBATIONARY PERIODS

Modify current contract language to allow the probationary period for ABMEI represented employees to be extended up to a maximum of 6 months (See language in City Initial Package Proposal dated 12-7-2009).

SIDE LETTERS

- The Dispatcher Side Letter will not be continued.
- The requirements for off-hours training contained in the current Training Side Letter will be waived during the term of the contract. The Training Side Letter will remain as part of the contract, with revisions to reflect this waiver during the term of the MOA.
- The current side letter covering the Reduced Work Week will expire June 27, 2010.
- The Side Letter regarding the Disciplinary Appeal Process will be extended for the term of the new contract. ABMEI feels that there has been insufficient opportunity to evaluate the Civil Service Commission's handling of disciplinary appeals during the term of the current contract.

TENTATIVE AGREEMENTS

Accept City Proposal #7 "HOUSEKEEPING"

Accept City proposal #8 "SICK LEAVE"

The net savings represented by the one step reduction in pay (5%) and the elimination of the overtime training guaranteed by the current Training Side Letter (equivalent to approximately 1.5% of base pay) exceeds the targeted savings for this bargaining unit.

In the event that this package proposal is not accepted in its entirety, ABMEI reserves the right to modify, amend, withdraw and/or add proposals.